

Policy 7.01 Implementation Plan

Biennium Timeframe: July 1, 2008 to June 30, 2010

Plan Due Dates: April 2 (Regional Plan submitted to Assistant Secretary) and April 30 (Assistant Secretary Plan submitted to IPSS) of each even-numbered year.
 Progress Report Due Dates: April 2 (Regional Plan submitted to Assistant Secretary) and April 30 (Assistant Secretary Plan submitted to IPSS) annually.

Implementation Plan				Progress Report
(1) Goals/Objectives	(2) Activities	(3) Expected Outcome	(4) Lead Staff and Target Date	(5) Status Update for the Fiscal Year Starting July 1, 2008
1. Ensure recruitment of Indian professional staff. 2. Include E-recruiting	CA will develop a consultation team from the tribes and all urban Indian organizations to be consulted in the selection of staff to be assigned cases involving Indian children.	Indian families will receive services sensitive to cultural and tribal issues. Send announcement to Tribal contact and to IPSS.	RA, AA's, Supervisors, Tribal Liaison, LICWAC Liaison, IPSS	Ongoing. Consultation team approves all ICW permanent hires. E recruiting and PDFs include specific minimum quals re: direct service experience in the Indian community. DCFS has increased the number of Indian staff in the ICW units.
2. Updated Indian Child Welfare Inquiry letter	Updated ICW Inquiry letter was given to all in attendance. Please note: Concern regarding question #4. This needs to be a yes/no question w/space for explanation.	Clarify RCW/WAC definition of Indian Child, and ensure that statewide inquiry letters are consistent.	DCFS Staff Tribal Liaison and Implementer to consult with ICW HQ and IT	FamLink to generate inquiry letters. Working with IT to determine of Reg 1 language re: tribal descendants is included. Ongoing. Region 1 cover letter addresses questions of descendency.

<p>3. Ensure access by Indian children and families to all programs administered by DCFS and DLR for which they are eligible.</p> <p>(Suggestion the change wording on the above statement to include any barriers that Tribes and families may have accessing programs)</p>	<p>Develop and update agreements between tribes and Indian organizations that define the array of services being offered. The tribes or RIO's that need to have the agreements updated:</p> <p>Spokane Tribe Kalispel Tribe American Indian Community Center</p> <p>Provide information to tribes and RIO's regarding the process for becoming a provider of a particular service.</p> <p>Send all RFQ's and RFP's to tribes and RIO's.</p>	<p>Completed copies of local and regional tribal/urban agreements.</p>	<p>Tribal Liaison will provide copies of agreements to Coville Tribe representative</p>	<p>Current working agreement with Colville Tribe; Updated working agreement with Kalispel Tribe being reviewed by Kalispel Tribal Council; Discussion ongoing with Spokane Tribe. Revision of MOU for NATIVE Project in process. Memo of Understanding with American Indian Community Center being developed.</p> <p>Ongoing.</p>
<p>4. Provide Family Team Decision Meetings process to tribes as well as for tribal children who may become involved in a state placement process.</p>	<p>Provide FTDM training to tribes and tribal staff as soon as possible. Tribal request to provide on-site training.</p> <p>Provide opportunity for tribe to participate in FTDM meetings.</p>	<p>Tribes will have the capability to conduct their own FTDM Meetings.</p>	<p>Tribal Liaison Headquarters ICW Program Manager Contracts Manager</p> <p>RA, AA, and FTDM Supervisor</p>	<p>Ongoing.</p> <p>FTDM meetings are being offered to all tribal children coming into placement with participation of the tribe [s]. Training for LICWAC and local tribal staff will be offered. IPAC discussion</p>
<p>5. Provide information and training when applicable for Promising Approaches and Evidence Based Practice Model to tribes and RAIO's.</p>	<p>Information on new initiatives will be shared as it becomes available. RI staff will track Information from NICWA, University of Washington, and Family Policy Council.</p>	<p>Tribes and RAIO's can consult with DCFS to evaluate effectiveness of new initiatives for Native American families.</p> <p>Encourage a discussion with IPAC</p>	<p>Tribal Liaison LICWAC Liaison IPAC sub-committee</p>	<p>Update as needed</p>

6. Region 1 shall assess with tribes and urban Indian organizations on a quarterly basis to see whether or not 7.01 goals are being addressed.	Issues will be addressed at quarterly meetings.	Tribes, urban Indian organizations, DCFS, and DLR agree to work toward solutions that are presented in response to issues.	Regional Administrator Tribal Liaison Area Administrators and Local supervisors	Ongoing
7. Tribes have the ability to request specific support services from DCFS for an Indian child's family who is not located in the tribe's catchments area. Examples of such requests might be family assessment, crisis intervention, or placement. Procedures for requesting courtesy supervision and court transfers should also be reviewed and clarified.	When the tribal/urban local agreements are updated, specific DCFS staff will assume responsibility and develop protocols with their tribal social service counterparts.	DCFS staff and tribal social service staff will have updated the local tribal/urban agreements and addressed this issue.	Regional Administrator Area Administrators Local Office Supervisors Tribal Liaison	Tribal Liaison will coordinate a meeting with the Coville, Kalispel, and Spokane Tribal representatives to combine line 5, 9 and 10 into one line. Ongoing Coordinate with CRC and CA after hours staff
8. Support of DCFS within the tribal court system, by request of the tribes, on a case by case basis. DCFS workers will attend tribal court hearings by request of the tribe.	When the tribal local agreements are updated, specific DCFS staff will assume responsibility and develop protocols with their tribal social service counterparts.	DCFS staff and tribal social service staff will have updated the local tribal agreements and addressed this issue.	Regional Administrator Area Administrators Local office supervisors Tribal Liaison CPA and contracts managers	
9 Training and support through the fatality review process	Training – Nicole to provide upon Invitation from tribe. Develop a tribal specific death review protocol.	All fatality reviews of Native American children will include appropriate LICWAC members and tribal personnel	Regional CPS Coordinator Tribal Liaison	

<p>10. Tribes and RAIO's are given the ability to request an outside case review on cases in which there has been no resolution at local level.</p> <p>Develop an ICW case review process with tribal and RIO representatives.</p>	<p>When the tribal/urban local agreements are updated, specific DCFS staff will assume responsibility and develop protocols with their tribal social service counterparts.</p> <p>Development of a Plan for implementation as well as identification of training needs.</p>	<p>DCFS staff and tribal social service staff will have updated protocol specific to this issue.</p> <p>Review process will ensure compliance with ICW mandates.</p>	<p>Regional Administrator Area Administrators Local Office Supervisors Tribal Liaison</p> <p>RA, AA, Tribal Liaison, and IPSS.</p>	<p>Criteria Tool was used for case file review w/Colville Tribal representative. There are some concerns regarding the tool and how effective the tool is at this time.</p> <p>The process and results of the case review using the tool will be given to RA.</p>
<p>11. CPT forms and other forms reviewed and updated to include reinstating signature approval or disapproval form.</p> <p>Adequately review/enhance the Indian Child Welfare Act section of the CPT volunteer handbook to include appropriate consultation.</p>	<p>Ongoing communication with ICW program manager and ICW CPT members regarding ICW compliant CPT forms being implemented.</p> <p>CPT Review process will be brought to tribes and LICWACs for consultation during planning as well as prior to finalizing proposed plan.</p>	<p>DCFS staff and LICWACs will have ICWA compliant CPT forms.</p>	<p>RA; AA, Tribal Liaison Headquarters ICW Program Manager LICWAC /CPT Members DCFS Staff CPT Liaison</p>	<p>Ongoing</p>
<p>12. Ensure the tribes have all essential information when entering into a borrowed bed agreement.</p>	<p>Change verbal agreement to written protocol unique to each tribe.</p> <p>CPA Form changed and needs to be sent out to tribes, with associated training.</p>	<p>Form will be provided to regional supervisors via e-mail and at regional meeting to ensure staff is aware of and use the appropriate form.</p>	<p>Tribal Liaison Tribal foster home licenser CPA manager Tribal Payment staff/sup</p>	<p>Ongoing.</p>
<p>13. Ensure all CA social workers are trained on the major principles of the Indian Child Welfare Act and the ICW Manual.</p> <p>Develop Refresher training for CA staff. Supervisors will be expected to disseminate information to CA social workers.</p>	<p>Regional training needs are being assessed in order to develop curriculum. Training will be extended to LICWAC members, GALs, and judges.</p> <p>Spring ICW Manual Training.</p>	<p>Greater ICWA Compliance</p>	<p>AAG, IPSS, tribal liaison and RA, AA's, and Supervisors.</p>	<p>Tribal Liaison has begun contacting regional offices and Spokane office units. LICWAC training was initiated by local attorney specializing in ICWA.</p>

14. Ensure all CA staff including social workers is trained on the tenets of the Centennial Accord to increase understanding of the sovereign status of tribes. Develop refresher training for supervisors with expectation they will disseminate information to their social workers.	Regional training needs will be assessed in order to develop curriculum. Training will be extended to LICWAC members, GALs, and judges.	ICW Compliance	RA, AA, Supervisors, Tribal Liaison, IPSS	To be developed. Discussion with IPSS needs to be scheduled.
15. Region will develop a plan to share information related to regional services, budget issues, contacts, and avenue to access or increase services for tribes and RAIO's.	Consultation with tribes; Development of a plan.	Support the tribes in their quest to obtain additional funding for ICW program operations. Add tribal funds to Regional budget as a line item. Increased protection of Indian children and decreased placement rates.	RA, Tribal Liaison	To be developed. This line item is the same as question #7.

**Region 1 Policy 7.01 Implementation Plan
Completed Goals/Objectives**

1. To have an updated DCFS Region 1 Heritage Questionnaire to address the Health Insurance Portability and Accountability Act.

ACTION: Updated form now included in all Region 1 referral packets.

- 2. All agencies/organizations seeking to contract with DCFS with the intent to provide services to Native American children will abide by ICWA and Tribal-State Agreements.**

ACTION: Contracting question transferred to CA Subcommittee

- 3. Access to CAMIS-this is an ongoing statewide issue**

ACTION: IPAC in conjunction with the Economic Services Administration has formed a sub committee/workgroup to examine feasibility of Tribes accessing numerous/as needed data fields within the state.

- 4. Continue to provide technical assistance to the tribes and RAIO on program and policy either through the quarterly regional LICWAC or when the tribes or RAIO's requests it.**

ACTION: DCFS provides presentations at the regional LICWAC and training when it is requested. CA and IPSS send training information to Tribes and RAIO's.

- 5. Create an information link including email and access to CA web page regarding trainings that are available to Tribes and RAIO's.**

ACTION: Training coordinator for CA and IPSS send announcements to Tribes and RAIO's. Training Coordinator registers trainees.